



**United States of America**  
**National Labor Relations Board**  
**NOTICE OF ELECTION**



**PURPOSE OF ELECTION:** This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See VOTING UNIT in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

**SECRET BALLOT:** The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

**ELIGIBILITY RULES:** Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

**CHALLENGE OF VOTERS:** An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

**AUTHORIZED OBSERVERS:** Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

**METHOD AND DATE OF ELECTION**

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit. At 4:45 PM on Friday, October 30, 2020, ballots will be mailed to voters from the National Labor Relations Board, Region 08, 1240 E 9TH ST, STE 1695, CLEVELAND, OH 44199-2086. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by Friday, November 6, 2020, should communicate immediately with the National Labor Relations Board by contacting Board Agent Roberta Montgomery at (216)303-7371 (direct dial) or [roberta.montgomery@nlrb.gov](mailto:roberta.montgomery@nlrb.gov) (email), Nora McGinley at (216)303-7370 (direct dial) or [nora.mcginley@nlrb.gov](mailto:nora.mcginley@nlrb.gov) (email), the Region 08 Office at (216)522-3715 or our national toll-free line at 1-844- 762-NLRB (1-844- 762-6572).

All ballots will be commingled and counted at the Region 8 Office on Wednesday, December 2, 2020 at 10:00 AM (EST). In order to be valid and counted, the returned ballots must be received in the Region 08 Office prior to the counting of the ballots. The method for the count, either in person or otherwise, will be determined by the Regional Director after consultation with the parties.

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board, and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government, and does not endorse any choice in the election.



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**VOTING UNIT**

**EMPLOYEES ELIGIBLE TO VOTE:**

Those eligible to vote are: All full-time and regular part-time production, maintenance, Q/A technicians, food safety, shipping and warehouse employees employed by the Employer at its facility located at 312 Radar Road, McComb, Ohio who were employed by the Employer during the payroll period ending Saturday, October 3, 2020.

**EMPLOYEES NOT ELIGIBLE TO VOTE:**

Those not eligible to vote are: All temporary employees, office clerical employees, managers, guards and supervisors as defined in the National Labor Relations Act.

**OTHERS PERMITTED TO VOTE:** The parties agree that EZ Pak employees may vote in the election, but their ballots will be challenged since their eligibility has not been resolved. No decision has been made regarding whether the individuals in this classification or group are included in, or excluded from, the bargaining unit. The eligibility or inclusion of these individuals will be resolved, if necessary, following the election.



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UNITED STATES OF AMERICA  
ສະຫະລັດອາເມລິກາ  
ESTADOS UNIDOS DE AMERICA  
National Labor Relations Board  
ຄະນະກຳມະການພົວພັນແຮງງານແຫ່ງຊາດ  
Junta Nacional De Relaciones Del Trabajo  
08-RC-264349

OFFICIAL SECRET BALLOT  
ບັດລົງຄະແນນສຽງເບບລັບຢ່າງເປັນທາງການ  
PAPELETA SECRETA OFICIAL  
For certain employees of  
ສໍາລັບບາງພະນັກງານຂອງ  
Para Ciertos Empleados De  
HEARTHSIDE FOOD SOLUTIONS, LLC

Do you wish to be represented for purposes of collective bargaining by  
ທ່ານຕ້ອງການທີ່ຈະໄດ້ຮັບການເປັນຕົວແທນເພື່ອຈຸດປະສົງຂອງການຈະລະຈາງການລວມໂດຍ  
¿Desea usted estar representado para los fines de negociar colectivamente por  
BAKERY, CONFECTIONERY TOBACCO WORKERS & GRAIN MILLERS  
INTERNATIONAL UNION AFL-CIO, CLC ຫຼືບໍ່?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE  
ໝາຍຕົວ "X" ໃນກ່ອງທີ່ທ່ານເລືອກ  
MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN

YES ແມ່ນ SI	NO ບໍ່ NO
<input type="checkbox"/>	<input type="checkbox"/>

DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY.  
MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than  
one square, you may request a new ballot by referring to the enclosed instructions. If you submit a ballot with  
markings inside, or anywhere around, more than one square, your ballot will not be counted.

ຢ່າເຊັນຊື່ ຫຼື ຂຽນຊື່ຂອງທ່ານ ຫຼື ລວມເອົາບັນດາເຄື່ອງໝາຍອື່ນໆທີ່ຈະກວດສອບເຖິງຄວາມເປັນຕົວຕົນຂອງທ່ານ.  
ໃຫ້ໝາຍ "X" ໃນກ່ອງທີ່ທ່ານເລືອກເທົ່ານັ້ນ. ຖ້າທ່ານເຮັດເຄື່ອງໝາຍຢູ່ພາຍໃນ, ຫລື ບ່ອນໃດໜຶ່ງທີ່ຢູ່ອ້ອມຮອບ, ຫຼາຍກວ່າ  
ໜຶ່ງກ່ອງ, ທ່ານອາດຮ້ອງຂໍໃຫ້ໃຊ້ບັດລົງຄະແນນສຽງໃໝ່ ໂດຍອ້າງອີງໃສ່ຄໍາແນະນຳທີ່ຕິດຄັດມາ.

ຖ້າທ່ານຍິ້ມບັດຄະແນນສຽງກັບ  
ເຄື່ອງໝາຍຢູ່ພາຍໃນ, ຫລື ບ່ອນໃດໜຶ່ງທີ່ຢູ່ອ້ອມຮອບ, ຫຼາຍກວ່າໜຶ່ງກ່ອງ, ບັດຄະແນນສຽງຂອງທ່ານຈະບໍ່ຖືກນັບເຂົ້າ.  
NO FIRME O ESCRIBA SU NOMBRE O INCLUYA OTRAS MARCAS QUE REVELARÍAN SU IDENTIDAD. MARQUE UNA "X"  
EN EL CUADRADO DE SU ELECCIÓN SOLAMENTE. Si hace marcas dentro, o en cualquier lugar alrededor, en más de un  
cuadrado, puede solicitar una nueva papeleta consultando las instrucciones adjuntas. Si envía una papeleta con marcas  
en el interior, o en cualquier lugar alrededor, en más de un cuadrado, su papeleta no será contada.

Vea las Instrucciones incluidas.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any  
sample ballot have not been put there by the National Labor Relations Board.

ຄະນະກຳມະການພົວພັນແຮງງານແຫ່ງຊາດ ບໍ່ໄດ້ຮັບຮອງທາງເລືອກໃດໆໃນການເລືອກຕັ້ງຄັ້ງນີ້.

ເຄື່ອງໝາຍໃດໜຶ່ງທີ່ທ່ານເຫັນໃນຕົວຢ່າງບັດລົງຄະແນນສຽງໃດໆແມ່ນບໍ່ໄດ້ຖືກໃສ່ໂດຍ ຄະນະກຳມະການພົວພັນແຮງງານແຫ່ງຊາດ.  
La Junta Nacional de Relaciones del Trabajo no respalda a ninguna de las opciones en esta elección. Cualquier marca que  
se pueda ver en cualquier muestra de la papeleta no fue hecha por la Junta Nacional de Relaciones del Trabajo.



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**RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

**It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.**

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

**The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:**

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

**The National Labor Relations Board protects your right to a free choice.**

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (216)522-3715 or visit the NLRB website [www.nlr.gov](http://www.nlr.gov) for assistance.

